

**GRAD Act Annual Report
LSU Paul M. Hebert Law Center
March 30, 2012**

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March 30, 2012

HAND DELIVER

Dr. John V. Lombardi
President, LSU System
107 System Blvd.
Baton Rouge, LA 70803

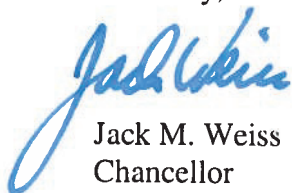
Dear President Lombardi:

The LSU Law Center is pleased to provide its GRAD Act Annual Report, along with the appropriate attachments.

Our point of contact for this reporting is Vice Chancellor Christopher M. Pietruszkiewicz. His contact information is 225-578-8491; cmp@law.lsu.edu.

I am happy to answer any questions you may have.

Sincerely,



Jack M. Weiss
Chancellor

JWM:ch

Attachments

Performance Objective (1)
Student Success
Element A

- a. *Implement policies established by the institution's management board to achieve cohort graduation rate and graduation productivity goals that are consistent with institutional peers.*
- i. *1st to 2nd year retention rate.*
 - ii. *1st to 3rd year retention rate. (Not applicable to the LSU Law Center.)*
 - iii. *Fall to spring retention rate. (Not applicable to the LSU Law Center.)*
 - iv. *Same institution graduation rate.*
 - v. *Graduation productivity. (Not applicable to the LSU Law Center.)*
 - vi. *Award productivity. (Not applicable to the LSU Law Center.)*
 - vii. *Statewide graduation rate. (Not applicable to the LSU Law Center.)*
 - viii. *Percent of freshmen admitted by exception. (Not applicable to the LSU Law Center.)*
 - ix. *Median professional school entrance exam score.*

The LSU System created performance indicators for its campuses to provide campus leadership and the Board of Supervisors with a mechanism for evaluating annual institutional performance and allows the institutions to discuss descriptive metrics and performance measures within the context of each campus' mission, measuring their performance against the larger marketplaces where they compete. Two elements are critical for the effectiveness of performance measurement. First is the constant tracking of improvement from year to year. Second is the periodic benchmarking of campus performance against appropriate national counterparts. The Law Center identified appropriate measures of performance against national counterparts.

The Law Center seeks to prepare, through a demanding and comprehensive program of legal education, a well-qualified and diverse group of men and women to be highly competent and ethical lawyers; to be leaders in private practice, public service, and commerce; and to be capable of serving the cause of justice and advancing the common good, consistent with the rule of law.

Through its admissions process, the Law Center seeks to admit, retain, and graduate students who are prepared to assume leadership roles in the State and the nation, and to make an outstanding contribution to the legal profession. To achieve these objectives, the admission process considers both "numerical factors" and "non-numerical factors."

This element measures student success and, for the LSU Law Center, considers three targeted measures – (1) retention between the first and second year; (2) graduation rate; and (3) median LSAT score. Each is addressed below.

Retention Rate between the First and Second year: The LSU Law Center satisfies this metric, scoring 96% with a Year 2 target 92%. The Law Center continues to provide academic support for first-year students and offered the Legal Methods summer course to selected students in summer 2011 based on risk indicators. Those students also participated in an ongoing weekly

Academic Success program that is coordinated and implemented by the Committee on Academic Success. New students were added to the program in the spring based on low fall exam performance.

The Committee on Academic Success, created in 2010-11 by the Chancellor, has been studying first year and upperclass academic success/support programs with careful attention to both our own institutional objectives for a program of academic success and best practices across a range of programs offered nationwide. The committee recommended that the Law Center hire a full-time Director of Academic Success and Bar Preparation; the Law Center is in the process of filling that position with an experienced professional for AY 2012-13.

Graduation Rate: The Law Center satisfies this metric under the alternative scoring method because its most recent 2-year average (85%), exceeds the prior 3-year average (83.68%). Typically, graduation rates are measured by those law students graduating in three years. However, the Law Center has a number of students enrolled in joint degree programs that require four years to graduate, instead of the traditional three years associated to a J.D. program.¹ As a result, a number of adjustments are necessary to the numerator and denominator. The numerator includes 167 students that graduated in the three academic years under a traditional J.D. program. Five students were added that graduated in the four year joint degree program in four years for a total of 172 students.² To calculate the denominator, a total of 210 students entered in August of 2008. There are seven students that entered in the 2008-09 academic year that were admitted to a joint degree program, reducing the entering number of students to 203.³ However, five students entered a joint program in the 2007-08 academic year that graduated on time in four years (and were included in the numerator) are added back, producing a denominator of 208.

Median LSAT Score: The entering class had a median LSAT score of 158, meeting our target of 158. Our median LSAT score represents the 73.3 percentile of all LSAT test takers in the nation. The current 75th percentile of students that enrolled in the entering class had an LSAT score of 160, the 79.4 percentile of all LSAT test takers. The current 25th percentile of students that enrolled in the entering class of fall 2011 had an LSAT score of 155 that represents the 63.1 percentile of all LSAT test takers.

Despite a 16.2% decrease nationally in the number of overall LSAT test takers, our median LSAT score remains the same and our median GPA increased from last year. The entering class is not only highly credentialed, but 26% of its entering class was diverse, an increase of 3% from last year. The Law Center is committed to enhancing the diversity of the student body, which in turn will lead to an enhanced legal education.

¹ J.D./C.L.-M.B.A.; J.D./C.L.-M.M.C.; J.D./C.L.-M.P.A.; and J.D./C.L.-M.S. in Finance. The C.L. designation represents a certificate that J.D. students receive as a result of completing a program in comparative law, a mandatory curriculum requirement that is part of the 96 credit hours required for graduation and recognizes the civilian tradition of Louisiana. The average credit hour requirement at other ABA approved law schools is 87 credit hours.

² The five dual degree students that entered in August 2007 and graduated in the 2011 were not considered as graduating in our Year 1 GRAD Act reporting.

³ The seven students who enrolled at the Law Center in the fall of 2008 who are currently pursuing a joint degree are not included in the Year 2 baseline data but instead will be included in Year 3 reporting.

Measure Reference	Measure	Baseline	Baseline Data	AY 2011-12	2 nd Year Target
i. Targeted	1 st to 2 nd Year Retention	Avg. 2008-10	91.67%	96%	92%
iv. Targeted	Same Institution Grad Rate	Avg. 2007-09	83.68%	83%* ⁴	86%
ix. Targeted	Institutional Median LSAT Score	Avg. 2007-09	157	158	158

*For graduates of AY 2010-11.

⁴ Those students in the fall 2008 entering class who are pursuing a dual-degree are not included in this metric because they will graduate in four years, rather than three. Five students from the entering class of 2007 who pursued a joint degree are included in this metric because they graduated in May 2011 based on a prescribed four year curriculum. The five students that graduated in four years based on their enrollment in a joint degree program were not considered graduates in our Year 1 GRAD Act reporting.

Performance Objective (1)
Student Success
Element B

- b. Increase the percentage of program completers at all levels each year.*
 - i. Percent change in program completers.*

Not applicable to the LSU Law Center.

Performance Objective (1)
Student Success
Element C

- c. Develop partnerships with high schools to prepare students for postsecondary education.*
 - i. Number of high school students enrolled.*
 - ii. Number of semester credit hours in which high school students enroll.*
 - iii. Number of semester credit hours completed by high school students.*

Not applicable to the LSU Law Center.

Performance Objective (1)
Student Success
Element D

- d. Increase passage rates on licensure and certification exams and workforce foundational skills.*
 - i. Passage rates on licensure/certification exams.*
 - ii. Number of students receiving certification(s), program and/or discipline related.*
(Not applicable to the LSU Law Center.)
 - iii. The number of students assessed and earning WorkKeys certificates, in each of the award levels.(Not applicable to the LSU Law Center.)*

The accrediting body for all law schools, the American Bar Association, considers the bar passage rate of the graduates of a law school as a key measure of quality, and it requires accredited law schools to report their bar passage data for publication. Moreover, a standard for accreditation requires a law school to maintain an educational program that prepares its students for admission to the bar. For a student to be admitted to the bar, a student must pass the licensure examination in each state in which the student seeks to practice law. An objective measurement of the success of an institution is bar passage rate.

The measurement is not a simple percentage passage rate but is measured relatively, as a percentage, against the jurisdiction's overall bar passage rate. The state bar passage rates in Louisiana (and elsewhere) fluctuates from year to year and the use of a simple, single institutional pass rate would not account for the level of difficulty of the bar exam in a given year.

The Law Center's bar passage rate for first time test takers in July 2011 was 88%, well ahead of the state average bar passage rate of 74.75% that includes both public and private Louisiana law schools. The Law Center passage rate of 118% of the state average is within the 2% margin of error for this benchmark.

A recent study conducted by *The National Jurist* magazine identified LSU Law as the #1 school in the nation in terms of first-time bar passage ratios in a predictive statistical model based on LSAT scores.

In October 2011, the Louisiana Supreme Court entered an order adopting compensatory scoring of the Louisiana bar examination effective with the July 2012 administration of the exam and establishing 650 as the aggregate passing score. This change to the bar examination will affect the year 3 benchmark and target for the Law Center. Based on the Court's decision to adopt compensatory scoring, the Law Center requested that the Board of Regents amend its targeted measure (relative bar passage rate) from 119% to 112%. This request was supported by empirical analysis of the effect of compensatory scoring on the Law Center's relative bar passage rate among first time takers of the examination at its principal (July) administration—the national benchmark used by the ABA and U.S. News & World Report, as well as our GRAD Act Performance Objective. Our analysis showed that a compensatory scoring regime of 650 will predictably increase the pass rate of first time takers of the examination at the principal (July) administration of the examination. The Law Center set its initial bar passage rate benchmark (and six year target) at 119%, which represented the average of the Law Center's relative bar passage rate for 2007, 2008 and 2009 based on the current method of scoring the bar examination. If, however, a 650 compensatory scoring regime had been applied in those years, the Law Center's relative bar passage would have been 112%. The proposed amendment was recommended favorably by the Commissioner of Higher Education and approved by the Board of Regents and, on April 20, the JLCB approved this proposed modification.

Measure Reference	Measure	Baseline	Baseline Data	AY 2011-12	2 nd Year Target
i. Targeted	Institutional Passage Rate on Bar Exam (1 st time July takers)	Avg. 2007-09	119% of State Average	118% of State Average	119% of State Average

Performance Objective (2)
Articulation and Transfer
Element A

- a. *Phase in increased admission standards and other necessary policies by the end of the 2012 Fiscal Year in order to increase student retention and graduation rates.*
 - i. *1st to 2nd year retention rate of transfer students.*
 - ii. *Number of most recent baccalaureate completers in the prior year that began as a transfer student.*
 - iii. *Percent of transfer students admitted by exception.*

Not applicable to the LSU Law Center.

Performance Objective (2)
Articulation and Transfer
Element B

- b. *Provide feedback to community colleges and technical college campuses on the performance of associate degree recipients enrolled at the institution.*
 - i. *1st to 2nd year retention rate of those who transfer with associate degree.*
 - ii. *Number of baccalaureate completers in the most recent academic year that began as a transfer student with an associate degree from a 2-year college.*

Not applicable to the LSU Law Center.

Performance Objective (2)
Articulation and Transfer
Element C

- c. *Develop referral agreements with community colleges and technical college campuses to redirect students who fail to qualify for admission into the institution.*
 - i. *Number of students referred.*
 - ii. *Number of students enrolled.*

Not applicable to the LSU Law Center.

Performance Objective (2)
Articulation and Transfer
Element D

- d. *Demonstrate collaboration in implementing articulation and transfer requirements provided in R.S. 17:3161 through 3169.*
 - i. *Number of students enrolled in a transfer degree program.*
 - ii. *Number of students completing a transfer degree.*
 - iii. *1st to 2nd year retention rate of those who transfer with transfer degree.*

- iv. *Number of baccalaureate completers in the most recent academic year that began as a transfer student with a transfer associate degree.*

Not applicable to the LSU Law Center.

Performance Objective (3)
Workforce and Economic Development
Element A

- a. *Eliminate academic programs offerings that have low student completion rates as identified by the Board of Regents or are not aligned with current or strategic workforce needs of the state, region, or both as identified by the Louisiana Workforce Commission and Louisiana Economic Development.*
 - i. *Number of programs eliminated.*
 - ii. *Number of programs modified or added.*
 - iii. *Percent of programs aligned with workforce and economic development needs.*

Not applicable to the LSU Law Center.

Performance Objective (3)
Workforce and Economic Development
Element B

- b. *Increase use of technology for distance learning to expand educational offerings.*
 - i. *Number of course sections with 50% and with 100% instruction through distance education.*
 - ii. *Number of students enrolled in courses with 50% and with 100% instruction through distance education.*
 - iii. *Number of programs offered during the reporting year through 100% distance education: by award level.*

Not applicable to the LSU Law Center.

Performance Objective (3)
Workforce and Economic Development
Element C

- c. *Increase research productivity especially in key economic development industries and technology transfer at institutions to levels consistent with the institution's peers.*
 - i. *Percent of research/instructional faculty holding active research and development grants/contracts.*
 - ii. *Percent of research/instructional faculty holding active research and development grants/contracts in Louisiana's key economic development industries.*
 - iii. *Dollar amount of research and development expenditures.*
 - iv. *Dollar amount of research and development expenditures in Louisiana's key economic development industries.*
 - v. *Number of intellectual property measures which are the result of research productivity and technology transfer efforts.*

Not applicable to the LSU Law Center.

Performance Objective (3)
Workforce and Economic Development
Element D

- d. *To the extent that information can be obtained, demonstrate progress in increasing the number of students placed in jobs and in increasing the performance of associate degree recipients who transfer to institutions that offer academic undergraduate degrees at the baccalaureate level or higher.*
- i. *Percent of completers found employed. (Not applicable to the LSU Law Center.)*
 - ii. *Performance of associate degree recipients who transfer. (Not applicable to the LSU Law Center.)*
 - iii. *Placement rate of graduates.*
 - iv. *Placement of graduates in postgraduate training. (Not applicable to the LSU Law Center.)*

The Law Center provides significant workforce and economic development as well as engaging with a wide variety of other institutions that are vital to the progress and development of the State. Among other activities, Law Center graduates employ others in productive jobs that add to the economic development of the state as well as contributing to the tax base including the employment of professionals and staff; rent, purchase, and renovate real estate for office space; purchase vehicles, office equipment, and supplies; support the hotel and restaurant industries with business-related travel throughout the State; provide the expertise necessary to plan and complete complex developments and projects; and provide the expertise necessary to resolve the most disputes arising from the economic activities of the State.

Over the last twenty years, a consensus has been growing – both among the members of the bar and within the legal education community – that law schools can and should do more to instruct students in professional skills and in the values and responsibilities of the legal profession. There are a number of experiential opportunities at the Law Center that provide students with the opportunity to earn credit while learning through practice. Through the Law Clinic, the Law Center offers second and third-year students the opportunity to practice law and represent indigent clients in the community. Numerous externship opportunities exist including the Judicial Externship Program that places students as judicial ‘law clerks’ in state and federal courts; the Governmental Externship that places students with the Attorney General’s Office and other state and local agencies; and the Public Interest/Non-Profit Externship which places students with local agencies serving marginalized populations and the legal interests of the poor. Summer Externships provide students with the opportunity to earn credit in the summer semester at these same placements.

Since its inception in 2008, the number of students participating in the LSU Law Clinic has grown to approximately 215 students while the number of students participating in externship programs is approximately 472 students. The LSU Law Center has developed partnerships with the following agencies for its clinical and externship program: Battered Women’s Program; East Baton Rouge Juvenile Public Defender; Catholic Charities; Louisiana Department of Justice; Louisiana Court of Appeals for the First Circuit; Louisiana Supreme Court; United States District Court for the Middle District of Louisiana; United States District Court for the Eastern

District of Louisiana; United States Court of Appeals for the Fifth Circuit; United States Bankruptcy Court; New Orleans Bioinnovation Center; AIDSLaw; 19th Judicial District Court Public Defender's Office; Office of the United States Attorneys; Internal Revenue Service Office of Chief Counsel; Louisiana Department of Revenue; Baton Rouge Capital Conflict Office; Louisiana Mental Health Advocacy Service; Louisiana Public Defender Board; Southeast Louisiana Legal Services; Louisiana Office of Coastal Protection and Restoration; and the Innocence Project.

The LSU Law Center and its students have served the State of Louisiana and its citizens through the following Law Clinics:

- Immigration Law Clinic: Presented immigration law orientation to approximately 810 immigration detainees and directly interviewed/screened approximately 190 for immigration relief and directly represented approximately 22 clients.
- Juvenile Defense Clinic: In Fall 2011, the Clinic represented 14 juvenile clients with 21 misdemeanor petitions and assisted public defenders with the drafting appellate brief and a supervisory writ application and represented several students at school expulsion hearings.
- Family Law Clinic (f/k/a Domestic Violence Clinic): In fall 2011, the LSU Law Clinic represented 87 victims of domestic and dating violence in protective order proceedings and obtained 41 protective orders for clients.
- Family Mediation Clinic: In fall 2011, the Clinic mediated in 20 domestic cases; each mediation taking, on average, four sessions each.
- Civil Mediation Clinic: In fall 2011, the Clinic mediated 8 cases and agreement was reached in 4 cases.

Live client clinical legal education and externships are costly. Because of the necessary supervision and oversight by clinical instructors, the student/faculty ratio is often 6:1 to 8:1. In contrast, law faculty members often teach classes with up to 75 students. While experiential learning helps to bridge the gap between law school and the practice of law, it is also up to ten times more expensive than traditional classroom instruction and a continued or expanded experiential learning experience is contingent on adequate funding.

LSU Law has built on our existing strength in oil and gas law to advance a new, broader energy law initiative. Our objective is to develop client-ready attorneys who can successfully navigate and support all aspects of the complex, global 21st century energy industry, and to produce the skilled, visionary future leaders of this critical industry, in Louisiana and beyond.

The Law Center's Career Services Office (CSO) is committed to providing students and alumni with a wide variety of career planning and job search resources to assist in the search for employment during law school and after graduation. During the 2011-12 academic year, the CSO hosted 27 career-related student programs including fall and spring Mock Interviews, and hosted over 150 employers during fall and spring on-campus interview programs. In coordination with the Office of Alumni Relations, CSO has begun the development of a student/alumni mentoring program. The CSO began full implementation of Symplicity, our student/employer tracking database.

The data below provides placement rates nine months after graduation, a time period used to measure all law schools because of the time delay necessary for students to take the bar examination in July following graduation, receive results of the bar examination, and begin employment. The Law Center exceeds its second-year benchmark and baseline data because of the reputation of its curriculum and the expanding skills knowledge base of its students through clinical experiences and externship opportunities.

The LSU Law Center is committed to the success of the State and the implementation of appropriate performance metrics to ensure that the institution is effectively and efficiently contributing to the education of its students. We recognize that our success should be monitored, measured, and reported and the Law Center should be accountable for student and institutional success.

We note that the “Louisiana Employment Outcomes Report” provided employment statistics six months after graduation of 62.0%, 62.3%, and 64.2% for 2006-07, 2007-08, and 2008-09, respectively and 62.6%, 55.5%, and 65.9% eighteen months after graduation. We understand that this data includes only graduates employed in Louisiana and excludes some graduates practicing in Louisiana. As a flagship campus within the LSU System, we recognize and embrace our commitment to the State but these statistics do not take into account its broader national market. Consistent with those purposes, the GRAD Act measures workforce and economic development through its placement rate for J.D./D.C.L. graduates nine months after graduation as described above.

According to the data reported to the American Bar Association and the National Association of Law Placement (NALP), the following chart demonstrates a significantly higher number of graduates employed both in Louisiana and nationally for each of the three years referenced in the Report by the Board of Regents.

Year	Graduates Employed in Louisiana (9 months after graduation)	Total Percent of Graduates Employed in All States (9 months after graduation)
2006-2007	72%	94%
2007-2008	75%	92%
2008-2009	72.5%	89%

In light of the economic climate in the United States and, in particular, the changes in hiring practices of many employers of our graduates, the Law Center is proud of its employment statistics compared to its peer institutions. We do believe that our graduates contribute significantly to the workforce and economic development of the State.

Applicable Measures

Measure Reference	Measure	Baseline	Baseline Data	AY 2011-12	2 nd Year Target
iii. Targeted	Placement Rate of J.D./D.C.L (9 months after graduation)	Avg. 2007-09	91.7%	93%*	80%

*For graduates of the 2010-11 academic year.

Performance Objective (4)
Institutional Efficiency and Accountability
Element A

- a. *Eliminate remedial education course offerings and developmental study programs unless such courses or programs cannot be offered at a community college in the same geographical area.*
 - i. *Number of developmental/remedial course sections offered.*
 - ii. *Number of students enrolled in developmental/remedial courses.*

Not applicable to the LSU Law Center.

Performance Objective (4)
Institutional Efficiency and Accountability
Element B

- b. *Eliminate associate degree program offerings unless such programs cannot be offered at a community college in the same geographic area or when the Board of Regents has certified educational or workforce needs.*
 - i. *Number of active associate degree programs offered.*
 - ii. *Number of students enrolled in active associate degree programs.*

Not applicable to the LSU Law Center.

Performance Objective (4)
Institutional Efficiency and Accountability
Element C

- c. *Upon entering the initial performance agreement, adhere to a schedule established by the institution's management board to increase nonresident tuition amounts that are not less than the average tuition amount charged to Louisiana residents attending peer institutions in other Southern Regional Education Board state and monitor the impact of such increases on the institution. However, for each public historically black college or university, the nonresident tuition amounts shall not be less than the average tuition amount charged to Louisiana residents attending public historically black colleges and universities in other Southern Regional Education Board states.*
 - i. *Total tuition and fees charged to non-resident students.*

The LSU Law Center, as one of the flagship campuses of the LSU System, is measured against a national base of peer institutions. A broader peer institution comparison that takes into account the national law school market in which the Law Center competes, such as public law schools ranked 50 to 100 by the annual U.S. News and World Report rankings, and would include, but not be limited to, SREB law schools.

Appendix 1 contains a list of these institutions and their total resident and non-resident tuition rates for the 2002-03 through 2011-12 academic years. The total non-resident tuition costs for

the Law Center increased 11.8% from 2010. The difference in non-resident tuition costs between the Law Center and its peer institutions continues to narrow.

In October 2011 the LSU Law Center was ranked as the #6 Best Value Law School in the United States according to *National Jurist*, a preLaw publication. According to the magazine, the intent of the Best Value rankings is to identify law schools across the country that offer a quality legal education at an affordable price. The magazine considers the following when ranking the law schools: (1) percent of graduates who pass the bar exam; (2) percent of graduates who are employed; (3) tuition; and (4) average indebtedness upon graduation. For the second year in a row, the Law School Admissions Council has reported a reduction in the total number of LSAT test takers. Despite this reduction, the entering fall class of 2011 increased from last year.

The Law Center has seen a reduction in its direct state appropriation from 48% in FY 2009 to 28% in FY 2012. Despite a reduction in state appropriations, the Law Center continues to increase its national rankings. The 2013 U.S. News and World Report Rankings ranked the Law Center #79, up five spots from last year's ranking, and the second highest in the school's history.

Applicable Measures

Measure Reference	Measure	Baseline AY 2009-10 LSU ⁵	Baseline AY 2009-10 Peers	% Difference in Baseline	AY 2011-12 LSU	AY 2011-12 Peers*	% Difference AY 2011-12
i. Tracked	Total Tuition and Fees Charged to Non-Resident Students	\$25,566	\$31,161	21.88%	\$33,920	\$35,623	5.02%

*U.S. News Top 50-100 Public Law Schools for the 2009-10 Academic Year (Baseline Year) are included for comparison purposes. The above tuition and fee amounts do not take into account potential increases by peer institutions for the 2012-13 academic year.

⁵ Baseline AY 2009-10 for LSU changed by \$120 to include technology fees. Technology fees are included in the tuition and fee rates as reported by the Board of Regents.

Performance Objective (4)
Institutional Efficiency and Accountability
Element D

- d. Designate centers for excellence as defined by the Board of Regents which have received a favorable academic assessment from the Board of Regents and have demonstrated substantial progress toward meeting the following goals:*
- *Offering a specialized program that involves partnerships between the institution and business and industry, national laboratories, research centers, and other institutions.*
 - *Aligning with current and strategic statewide and regional workforce needs as identified by the Louisiana Workforce Commission and Louisiana Economic Development.*
 - *Having a high percentage of graduates or completers each year as compared to the state average percentage of graduates and that of the institution's peers.*
 - *Having a high number of graduates or completers who enter productive careers or continue their education in advanced degree programs, whether at the same or other institution.*
 - *Having a high level of research productivity and technology transfer.*

Not applicable for 2011-12 reporting.

**Performance Objective (5)
Reporting Requirements⁶**

Submit a report to the Board of Regents, the legislative auditor, and the legislature containing certain organizational data, including but not limited to the following:

a. Number of students by classification

# of students by classification	Fall 2011 Headcount
Headcount (Professional)	737
FTE	872.9

b. Number of instructional staff members

Instructional Staff	Fall 2011
Headcount	90
FTE	45.4

c. Average Undergraduate Class Student-to-Instructor Ratio

Not applicable to the LSU Law Center

d. Average number of students per instructor

Average # of Students per Instructor	Fall 2011
FTE	19.7

e. Number of non-instructional staff members in academic colleges and departments

Non-Instructional Academic Staff	Fall 2011
Headcount	0
FTE	0

⁶ For Fall of 2011, corrections are being proposed for several employees, which more appropriately reflect their EEO and primary function codes. The modified coding is reflected in the position listing as provided in Addendum #2. The May 1, 2012 salary database submission to the Board of Regents will be updated to reflect these changes.

f. Number of staff in administrative areas.

Administrative Staff	Fall 2011
Headcount	6
FTE	5.37

g. Organization chart containing all departments and personnel in the institution down to the second level of the organization below the president, chancellor, or equivalent position.

See attached.

h. Salaries of all personnel identified in subparagraph (g) above and the date, amount, and type of all increases in salary received since June 30, 2008.

LSU PAUL M. HEBERT LAW CENTER

POSITION	TOTAL BASE SALARY REPORTED FOR FALL 2009	SALARY CHANGES SINCE 06/30/2008 Reported for Fall 2010	SALARY CHANGES Since 6/30/2010 Reported for Fall 2011	SALARY CHANGES Since 6/30/2011 Reported for Fall 2012
Chancellor	\$282,150	Change from \$270,000 based on General Merit Raise on 7/1/2008		
Vice-Chancellor - Academic Affairs	\$223,497	Change from \$214,901 based on General Merit Raise on 7/1/2008		
Vice-Chancellor - Business and Financial Affairs	\$162,339	Previous salary on 08/1/2008 was \$197,773. New VC hired at a salary of \$162,339		
Associate VC - International Programs & Director C.C.L.S.	\$194,909	Change from \$188,318 based on General Merit Raise on 7/1/2008		
Associate VC - Library and Information Technology	\$135,000	Interim Director hired on 6/1/2008 at salary of \$130,000. Director hired 2/1/2009 at a salary of \$135,000. Position became vacant.	New Director hired to begin 6/2011 at a salary of \$135,000	
Director of Admissions	\$115,000	Previous salary was \$125,000. Position became Vacant. Interim Director paid \$78,985 + \$1,500 per month in position.	New Director hired 1/2011 at salary of \$115,000	
Director of Communication and External Relations	\$88,350	Change from \$84,143 based on General Merit Raise on 7/1/2008		
Director of Human Resource Management	\$78,801	Change from \$75,772 based on General Merit Raise on 7/1/2008		

Director of Clinical Legal Education & Professor of Professional Practice	\$135,000	New Position. Director hired on 07/7/2008 at salary of \$135,000		
Director of Legal Writing Assoc. Prof. of Professional Practice	\$81,260	Change from \$78,136 based on General Merit Raise on 7/1/2008		
Director of Career Services	\$95,000		Filled July 2011. Previous Director's salary was \$70,810	
Registrar & Director of Student Affairs	\$82,706	Change from \$79,525 based on a General Merit Raise on 7/1/2008		
Comptroller & CFO	\$115,000	Previous salary was \$111,448. New Comptroller/CFO hired on 10/27/2008 at salary of \$115,000		
Director of Center of Continuing Professional Development	\$79,032	Change from \$75,993 based on General Merit Raise on 7/1/2008		

i. A cost performance analysis.

i. Total operating budget by function, amount, and percent of total, reported in a manner consistent with the National Association of College and University Business Officers guidelines.

Please refer to Appendix #3.

ii. Average yearly cost of attendance for the reporting year as reported to the United States Department of Education.

Tuition and Fees (Resident):	\$17,594
Room & Board:	12,402
Books:	2,000
Personal:	1,840
Transportation:	<u>1,050</u>
Total	\$34,886

iii. Average time to degree for completion of academic programs at 4-year universities, 2-year colleges, and technical colleges. *Not applicable to the LSU Law Center.*

iv. Average cost per degree awarded in the most recent academic year. *Not applicable to the LSU Law Center.*

v. Average cost per non-completer in the most recent academic year. *Not applicable to the LSU Law Center.*

vi. All expenditures of the institution for that year most recent academic year.
\$22,815,972.39